



*Empowered lives.
Resilient nations.*

SEXUAL ORIENTATION, GENDER IDENTITY AND RIGHTS (SOGIR) AFRICA

**Reducing Inequalities, Exclusion and Human Rights Violations
Experienced by People of Diverse Sexual Orientation and Gender
Identity in Africa**

Contents

Acronyms and abbreviations	2
I. Executive Summary	3
II. The African Context.....	3
III. Project Overview	6
IV. Rationale for Country Selection	7
V. Leadership through Partnership.....	8
VI. Goal, Objectives and Outputs	9
VII. Project Activities	10
VIII. Implementation Arrangements	14
IX. Monitoring and Evaluation	15
X. Opportunities for Scale-up	16
XI. Annexes	17
<i>Annex 1: Activity Timeline (1st May, 2016 – 31st October, 2017).....</i>	<i>17</i>
<i>Annex 2: Results and Resources Framework.....</i>	<i>18</i>
<i>Annex 3: UNDP and OHCHR Project management and oversight.....</i>	<i>23</i>

Acronyms and abbreviations

AU	African Union
AUC	African Union Commission
BPPS	Bureau for Policy and Programme Support (UNDP)
CO	Country office
CV	Curriculum vitae
EAC	East African Community
ECOWAS	Economic Community of West African States
HHD	HIV, Health and Development (Team, UNDP)
LoP	List of Participants
MDGs	Millennium Development Goals
MoU	Memorandum of Understanding
NGO	Non-governmental organization
NSA	Non-state actors
OHCHR	Office of the United Nations High Commissioner for Human Rights
REC	Regional Economic Community
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
Sida	Swedish International Development Cooperation Agency
ToR	Terms of Reference
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
USAID	United States Agency for International Development

I. Executive Summary

The United Nations Development Programme (UNDP) and the Office of the United Nations High Commissioner for Human Rights (OHCHR) are proposing an 18 month project for Africa, with specific country-level focus in Cameroon, Nigeria, Senegal, Tanzania, Uganda and Zambia, as well as regional activities. The project has been designed to contribute to the reduction of human rights violations, inequalities and exclusion experienced by people of diverse sexual orientation and gender identity. The proposed project aims to strengthen the evidence base, develop advocacy capacity and public information materials, and convene regional and national dialogues that bring together national decision makers from the executive, legislative and judiciary branches of government with civil society organizations, their allies and other stakeholders. The proposed project draws on UNDP's work on human rights in Africa in the context of HIV and experience in designing and implementing a similar ground-breaking regional initiative in Asia. The project also draws on OHCHR's experience combating homophobia and transphobia at the country level, including in Africa, and lessons learned by OHCHR from its innovative *UN Free and Equal* global public information campaign.

The proposed project duration is from May 2016 to end of October 2017 and requires USD \$1,345,000 in funding for the six project countries and for regional activities. In addition, the project is designed in a way that it can easily be extended for an additional period and/or further expanded in the region should additional funds be made available. In fact, during the first phase UNDP and OHCHR will engage in efforts to mobilise resources for a second phase of the project which, based on the lessons learned in phase one, could encompass additional countries and additional project components.

The main project implementers will be UNDP and OHCHR, with involvement of UNDP's Bureau for Policy and Programme Support, the UNDP Africa Regional Centre in Addis Ababa and UNDP Country Focal Points working together with the OHCHR team on human rights, sexual orientation and gender identity and OHCHR Field Presences in the project countries in sub-regions. A Virtual Expert Reference group made up of civil society, academia and other experts will provide technical and advisory inputs to the project and civil society organization partners.

II. The African Context

The African continent is highly diverse, and the situation of people of diverse sexual orientation and gender identity on the continent varies significantly from country to country in terms of the legal context, social acceptance and levels of discrimination and violence. The situation also varies within individual countries on the basis of other factors including age, ethnicity, gender, urban/rural location, income, education, health and migration status.

Africa has witnessed some progress over the last two decades in recognizing and protecting the rights of people of diverse sexual orientation and gender identity groups. In this regard the South

African Constitution that prohibits discrimination on the basis of sex, gender and sexual orientation serves as a pioneer and exemplary achievement in recognizing and respecting the rights of people of diverse sexual orientation and gender identity by an African country. Seven African countries prohibit discrimination on the basis of sexual orientation in employment. Mozambique became the latest African country to decriminalize consensual relations between persons of the same sex by removing colonial era provisions on “vices against nature” as part of a wider reform of the Penal Code that entered into force in 2015, and the Seychelles have recently announced a similar step. Courts in several countries in the region, including in Botswana and Kenya, have made important recent rulings calling on authorities to register key population organizations after initial refusals by authorities, and several courts have also dismissed cases brought against individuals on the basis of their sexual orientation or gender identity, for lack of credible evidence. Several high profile personalities from the continent, including former Presidents Festus Mogae of Botswana and Joaquim Chissano of Mozambique, as well as Archbishop Desmond Tutu, and celebrities such as Yvonne Chaka-Chaka and Chimamanda Ngozi Adichie have spoken out against violence and discrimination faced by Africans of diverse sexual orientation and gender identity.

At the continental level the recent resolution 275 adopted by the African Commission on Human and Peoples' Rights (ACHPR) in May 2014 is considered a breakthrough – the first time that the African Commission as a whole has explicitly recognized human rights related to sexual orientation and gender identity and called for their protection.¹ The resolution calls upon Member States of the African Union to, inter alia, ‘end all acts of violence and abuse, whether committed by State or non-state actors, including by enacting and effectively applying appropriate laws prohibiting and punishing all forms of violence, including those targeting persons on the basis of their imputed or real sexual orientation or gender identities, ensuring proper investigation and diligent prosecution of perpetrators, and establishing judicial procedures responsive to the needs of victims’.²

Despite these signs of progress, however, major challenges remain for people of diverse sexual orientation and gender identity across all parts of Africa – including killings, violence, arbitrary detention, imprisonment, intolerance, rejection by families, chronic unemployment, hindered access to adequate health services, fear and isolation, attacks and restrictions on human rights defenders and organizations working to address human rights violations faced by people of diverse sexual orientation and gender identity. The limited available evidence indicates that people of diverse sexual orientation and gender identity are more likely to live in poverty, be physically assaulted, and face discrimination in housing, education, and employment than the general population. Consensual same sex relations are criminalized in 34 countries in the region. Very few countries have anti-discrimination legislation that explicitly includes sexual orientation and gender

¹ African Commission on Peoples' and Human Rights, available at <http://www.achpr.org/sessions/55th/resolutions/275/>

² Ibid.

identity as prohibited grounds of discrimination, and even where they exist, these are not adequately enforced.³

Several countries, including The Gambia and Nigeria have adopted discriminatory legislation within the past few years that either increases or broadens penalties for consensual same sex conduct between adults, criminalizes or places discriminatory restrictions on the freedom of assembly and expression of persons on the basis of sexual orientation or gender identity, or places further restrictions on the recognition of the gender identity of transgender persons. Uganda adopted the Anti-Homosexuality Act in 2014, though it was later struck down on procedural grounds in the courts. Similar legislative proposals have been made in other countries in the region, including in countries that do not currently criminalize same-sex relations. In June 2015, the AU Executive Council requested the ACHPR to withdraw observer status from an organization working on these issues on the basis that it may "attempt to impose values contrary to the African values", and several AU Member States have criticized the work of the ACHPR on this issue. This creates an extremely challenging legal and social environment that severely limits equal access of people of diverse sexual orientation and gender identity to health services, housing, employment, family life, and education.

The capacity of civil society organizations in African countries working on issues of sexual orientation and gender identity ranges from strong and established to weak and nascent, from those actively engaged with other sectors, including the private sector, to those limited in their linkages with others. Even relatively strong organizations often lack opportunities to network, establish alliances and collaborate with like-minded organizations and national human rights institutions (NHRIs), and to engage with decision-makers. Limited support from academics, politicians and civil society, as well as lack of allies and champions willing to speak out publicly, also constitute major challenges to addressing the problems.

The relatively few organizations face a formidable array of external obstacles – ranging from a lack of resources and barriers to registration, to frequent harassment and persecution by the authorities, hate speech by prominent politicians and religious leaders as well as hostile reporting by the media. Only some have the capacity to do effective and targeted public information work, including developing and tailoring messages that can reach and resonate with the public, and to carry out effective policy advocacy in hostile contexts.

It is, therefore, important and timely that UN organizations increase their work with State authorities, civil society organizations, national human rights institutions and other stakeholders to support greater inclusion of people of diverse sexual orientation and gender identity and respect and protect their fundamental human rights in Africa. Such action will also greatly benefit from the momentum gained in protecting the rights of people of diverse sexual orientation and gender

³ Amnesty International, Mapping Anti-Gay Laws in Africa, available at <http://www.amnesty.org.uk/SOGLi-SOGI-gay-human-rights-law-africa-uganda-kenya-nigeria-cameroon#.VjDhmbzkx7Y>

identity at the global level as well as the adoption of the SDGs which create a unique opportunity to introduce innovative interventions to address challenges facing these groups in Africa.

III. Project Overview

The main purpose of the project is to contribute to reducing inequalities, exclusion and human rights violations experienced by people of diverse sexual orientation and gender identity in selected African countries. Project activities in this first phase will take place at the regional level and at the national level initially in Cameroon, Nigeria, Senegal, Tanzania, Uganda and Zambia. The first phase will also see efforts to mobilise resources for a second phase of the project which, based on the lessons learned from phase one, could encompass additional countries and additional project components (see Section XI for details).

The project will be implemented both at national and regional levels through two highly complementary components – Strengthening data and stakeholder engagement the situation and rights of people of diverse sexual orientation and gender identity; and countering stigma and encouraging a shift in public attitudes.

- 1) **Strengthening data and stakeholder engagement in SOGI rights:** This component will focus on enhancing the capacity of governments, national human rights institutions, civil society and community groups to address and reduce inequality, exclusion, violence and discrimination experienced by people of diverse sexual orientation and gender identity, including through engaging in relevant national and regional processes. Activities will include:
 - ✓ National situation assessments. A national steering committee which builds on mechanisms already existing in each country will oversee the assessment with support from the UNDP Country Offices. The reports will be based on inputs from all stakeholders, will map out key challenges and needs and include recommendations for change.
 - ✓ Two day National Roundtables will subsequently be held in each country. The Roundtables will invite relevant government ministries (Justice, Home Affairs etc.), NHRIs, parliamentarians, the judiciary, civil society and other national key stakeholders to come together and discuss the assessment reports and agree on priorities for action and on a suitable accountability mechanism to ensure follow-up.
 - ✓ National Reports titled ‘Participatory review and analysis of the legal, social and human rights environment for people of diverse sexual orientation and gender identity’ will be produced for each country, combining information from the national assessments and the outcomes of the Roundtables. These reports will be widely disseminated in a variety of fora and on organisational websites.
 - ✓ A regional consultation will also be convened, providing an opportunity for the African Union Commission, the Regional Economic Communities, the African Commission on

- Human and Peoples' Rights, other regional institutions, representatives from national governments from project countries and beyond, NHRIs, the judiciary, parliamentarians, civil society, development partners and activists from across the region to reflect on the outcomes of the national roundtables and the country reports and commit to necessary follow-up steps.
- ✓ A regional report will be produced based on the discussions at the regional consultation and the findings in the country level outputs including the country reports. The regional report will not only provide a summary of the findings and results of the country level activities but also identify specific strategies for further action at the regional level to promote and facilitate the country level effort.
- 2) **Countering stigma and encouraging a shift in public attitudes:** This component will focus on ways to counter stigma and encourage a shift in public attitudes towards people of diverse sexual orientation and gender identity in the region. To this end, the project will support the following work streams:
- ✓ Public information material will be developed with African partners with African audiences in mind, and will be produced and disseminated regionally, in the context of the UN Free & Equal campaign. With a view to helping hone messages for use in future campaigns, the feasibility of conducting message-testing activities in the region will be further explored, with a view to possibly carrying out such activities in a second phase of the current project.
 - ✓ Intensive, four-day workshops will be organized sub-regionally to train local activists from project and other countries in communications, messaging and campaigns, with a view to strengthening the capacity of local organizations to engage in effective public information and media work in future.

IV. Rationale for Country Selection

The six countries have been selected for the initial phase of the project for a number of reasons, including: UNDP and OHCHR capacity to implement the project and to start implementation relatively quickly; strategic choice of one country each from ECOWAS, EAC and SADC; the opportunity to build on existing work being carried out; availability of potential regional and national consultants with expertise in the rights of people of diverse sexual orientation and gender identity groups; and the relative capacity of civil society in each country.

UNDP and OHCHR at regional level and in these countries have expressed strong interest, suitable positioning and adequate capacity to implement this project.

V. Leadership through Partnership

UNDP and OHCHR will use a participatory approach that ensures beneficiaries of the project, particularly civil society organizations and other national and regional stakeholders, provide leadership in all aspects of project implementation. Partnerships are expected to develop over the course of the implementation of this project, including with and among bilateral donors, private foundations, ally NGOs, faith-based organizations, the private sector, and relevant international organizations and bodies.

To ensure effective implementation of this project and reinforce the leadership through partnership ethos, **UNDP** will build on and further refine its existing partnerships with regional economic entities (RECs) – specifically the East African Community (EAC), the Economic Community of West and Central African Countries (ECOWAS) and the Southern African Development Community (SADC). UNDP will also liaise closely with the African Key Populations' Expert Group, and with regional and national key populations organizations (e.g. AMSHeR, ASWA, AIDS-ACODEV, Gender Dynamix, etc.), regional faith-based organizations (e.g. INERELA+) and ally human rights NGOs (e.g. ARASA, Enda Santé, KELIN and SALC). Finally, in terms of strengthening partnerships, UNDP will bring the UN Joint Teams on AIDS, and other bilateral donors already supporting similar work (e.g. the governments of Norway and Sweden) to the table at national and regional level to support this project.

OHCHR will build on and further refine its existing partnerships with national and regional human rights organizations and institutions, civil society organizations, including those that work on the rights of people of diverse sexual orientations and gender identities, its links with Government ministries concerned with rule of law and human rights, parliament, the police, the judiciary, national human rights institutions, universities, the African Commission on Human and Peoples' Rights and other UN partners working on this issue (including UNAIDS, UNFPA, UN-Women, DPKO), artists and high profile individuals from the region, and with Governments.

In addition, a **Virtual Regional Expert Reference Group** will be established with regional experts, including civil society experts, who have significant experience in combating violence and discrimination on the basis of sexual orientation and gender identity in Africa. This reference group will comprise a strategic mix of civil society and other allies, from academia, human rights and development backgrounds. This virtual reference group will, on request, fulfill different functions: a) provide feedback on draft documents; b) be resource persons for project activities (national Roundtables, Regional Consultations, videos, campaign materials); c) support resource mobilization for scaling up the initiative and d) advise on specific approaches.

VI. Goal, Objectives and Outputs

Goal:

Reduce inequalities, exclusion and human rights violations experienced by individuals based on their sexual orientation, gender identity and gender expression in Africa.

Project Objectives:

The proposed project has the following mutually reinforcing objectives:

1. To strengthen data/evidence base and enhance the capacity of governments, national human rights institutions, civil society to address and reduce inequality, exclusion, violence and discrimination on the basis of sexual orientation and gender identity at national and regional level
2. To increase awareness of homophobic and transphobic violence and discrimination and strengthen the capacity of civil society organizations to challenge negative attitudes around sexual orientation and gender identity including through media engagement at national and regional level.

Anticipated Project Outputs:

1. Information about the situation of people of diverse sexual orientation, gender identity and expression in the project countries.
2. Opportunities for collaboration between various stakeholders identified.
3. Dialogue and actions between civil society and governments initiated and mechanisms for regular communication and collaboration between civil society, and government established in each country.
4. Common challenges and opportunities as well as good practices for regional and cross-regional collaboration on sexual orientation, gender identity and human rights identified, documented and disseminated.
5. Mechanisms created and dialogue initiated for enhanced engagement of regional bodies such as the regional economic communities and AUC
6. Effective public information messages and materials in the public domain and disseminated widely in project countries and across the region on the rights of people of diverse sexual orientation and gender identity.
7. Strengthened capacity of selected civil society organizations to engage with media, produce content and engage in public information activities that counter negative stereotypes and encourage greater acceptance.
8. Opportunities created for scale up and expansion of the project to additional countries.

Project Deliverables:

- ✓ Reports on a Participatory review and analysis of the legal, social and human rights environment for people of diverse sexual orientation and gender identity produced and disseminated for each of the countries
- ✓ Reports on action agreed from six national roundtable meetings produced and disseminated
- ✓ A regional report produced, based on the various country reports and the Africa Regional Consultation, and disseminated widely.
- ✓ Reports from intensive training courses in each project country for civil society organizations on engagement with media, production of content and engagement in public information activities that counter negative stereotypes on sexual orientation and gender identity and encourage greater acceptance, and follow-up implementation by CSOs after the training.
- ✓ Videos, factsheets, infographics and social media macros produced in the context of Free & Equal campaign with African partners with African audiences in mind, disseminated widely at the regional level.
- ✓ Note on the feasibility of conducting message testing exercises in selected African countries as part of a possible second phase of the present project.

VII. Project Activities

Identification of partner organizations⁴

The starting point of the project at the country level will be identification of civil society organizations, including grassroots for partnership in implementing the project in the respective countries. At this stage it is not envisaged that there will be financial support provided directly to these partner organizations but they will work closely with UNDP and OHCHR in implementing the various project activities at the country level. They will, among other things, facilitate identification of appropriate groups and individuals for inclusion in national roundtables, to engage in the development of country reports and to participate in public information campaigns, etc. Apart from these partner organizations helping to facilitate implementation of activities, they are also envisaged to be part of ensuring the sustainability of the initiative beyond the project period.

Identification of partner organizations will follow two steps. In the first step a list of all potential organizations for partnership will be jointly produced by UNDP and OHCHR with support from a regional level, Virtual Expert Reference Group (see section VIII). In order to accommodate potential negative reactions, organizations will be contacted directly instead of being sourced through formal announcements. In the second step, working with and building on existing community networks and relationships in each country, at least one organization (ideally two) will be selected as a formal partner(s) for the project. Criteria for selection will include, amongst other things, level of alignment of organizational objectives with the project, experience of the

⁴ Partner organizations in this context are different from implementing partners as defined in the UNDP project management procedures since, although mutual areas of cooperation may be detailed in an MoU or similar, they will not have any responsibility in managing project finances or in ensuring accountability.

organization and its staff/members, organizational reach, and potential to sustain the activities of the project beyond the project period.

Country situation analysis

UNDP and OHCHR will work with the partner organization/s to establish a small, multisectoral, national steering committee, if possible using existing national structures, which will oversee the assessment and ensure participation and buy-in from a wide range of stakeholders. This steering committee will agree draft terms of reference for national and regional consultants who will be contracted by UNDP in consultation with OHCHR to carry out the assessment. With financial support from UNDP, this steering committee will oversee each step of the assessment – inception report, desk review, field consultations, draft and final report. A national consultant, with support from a regional consultant, will conduct a rapid assessment of the overall legal situation, social environment, role and capacity of key government institutions and civil society organizations to in addressing the human rights of people of diverse sexual orientation and gender identity. They will document the situation in relation to stigma, discrimination, inequality, social exclusion and violence. The exercise will map newly emerged national institutions, such as constitutional rights protectors (ombudspersons), anti-discrimination commissions, national human rights institutions and others. The data collection will encompass positive examples in the field of enabling laws, policies and practices. The situation assessment will not only form the basis of the country reports but also be used as resource and reference for the national round tables.

National Roundtables:

Based on the findings of the rapid assessment and situational analysis, UNDP and OHCHR will support the country partner(s) and the steering committee to host a two day national roundtable in each country. A safe space will be created for dialogue which will allow all participants to actively engage with one another. Depending on the political context, participants may include state counterparts from various levels/parts of government (e.g., national, provincial and municipal; national ministries, the judiciary, parliaments, police, etc.); NHRIs; academicians; community groups, activists, and allies; development partners and relevant private sector actors. These Roundtable events will be carefully planned to initiate evidence-informed discussion, review data, build partnerships, identify capacity needs and set a forward-moving agenda for cooperation grounded in the lived experiences individuals in each country. The roundtables will seek to examine the human rights situation of people of diverse sexual orientation and gender identity in each of the countries as related broadly to law, policy, and social and cultural attitudes; and more specifically related to protection from violence and discrimination, identity documents, employment, housing, education, youth, health and well-being, family affairs, media and information communication technologies, politics and religion.

The Roundtables will provide a forum for participants to establish strategic alliances to make progress in the inclusion and protection for individuals. These national roundtables will also serve

to prepare government and civil society authorities to contribute to the regional consultation, which is another component of this project.

Producing country reports

Country reports will be produced combining information from the national assessments and the outcomes of the Roundtables. These reports will be widely disseminated in a variety of fora and on organisational websites. The reports will aim to outline topics of common agreement and opportunities for joint actions between government and civil society (“low hanging fruits”), as well as topics for further dialogue and advocacy. The conclusions and recommendations of the country reports will be used to structure the Regional consultations under this project.

Regional Consultation

A regional consultation will also be convened for 50 people over three days, providing an opportunity for the African Union Commission, the Regional Economic Communities, the African Commission on Human and Peoples’ Rights, other regional institutions, representatives from national governments, NHRIs, the judiciary, parliamentarians, civil society, development partners and activists from across the region to reflect on the outcomes of the national roundtables and country reports and commit to necessary follow-up steps. This will also provide an opportunity to include additional priority countries from around the region to benefit from regional level capacity strengthening, with a view to scaling up the project to these additional countries in a subsequent phase.

The regional consultation will strengthen regional networks and coalitions by providing a safe space beyond the limitations of national boundaries in which stakeholders can engage in open dialogue on sensitive issues. The regional networking, mapping and learning that takes place in these consultations will also help to reveal how violence, discrimination, inequalities and exclusion on the basis of sexual orientation and gender identity and their impact on individuals’ health and wellbeing – vary in countries across the region.

The regional consultation will also seek to identify opportunities, build trust, and promote innovation and action. Based on the assessments, national roundtables and country reports, government and civil society actors can agree joint action plans which will enable them to engage with issues on which they have common understanding and agreement, within a specified time frame (“low-hanging fruit”). In addition, the consultation will provide space for civil society to advocate more complex positive policy changes and identify suitable government partners. Lastly, the consultation will provide opportunities for initiating inter-regional cooperation and a chance to learn good practice from similar interventions in other regions.

UN Free & Equal campaign in Africa

As part of the component of the project focused on countering stigma and encouraging a shift in public attitudes, the project will generate a range of materials in collaboration with African NGO partners, designed to help counter prevailing homophobic and transphobic attitudes and challenge negative stereotypes on the basis of sexual orientation and gender identity. Such materials, which will include videos, infographics, fact sheets and related content, will be developed specifically with African audiences in mind and with the involvement of partners in different parts of Africa.

Lessons will be drawn from activists' experience to date in carrying out public information work in their own countries and in good practice from similar campaigns in other parts of Africa and elsewhere. OHCHR will work with prominent African artists, musicians, filmmakers and others in a position to help disseminate these materials. Some limited campaign awareness raising and dissemination events may be held in project countries, depending on the local context.

These activities will complement, reinforce and, where helpful and appropriate, help publicize the key messages and findings from the national roundtables and country reports as well as the regional dialogue proposed elsewhere in this proposal. The roundtables and dialogue will explore the extent and impact of existing civil society efforts to carry out public information work, and the feasibility of conducting targeted message testing and message development work as part of a follow-up project.

Building the capacity of CSOs on digital content production and engaging with the media

In order to strengthen the capacity of participating organizations in the production of media content, and in media engagement, sessions will be organized in the project countries to train staff from community organizations on the use of tools and equipment to produce digital and social media content, as well as on the formulation of messaging and engagement with media, including in hostile contexts.

OHCHR will partner with organizations that have experience in the African region on media training and engagement to deliver the training sessions. Training sessions are expected to last between 3 and 4 days. Based on previous successful experiences, equipment will be donated to organizations following the training, on the basis of an agreement to produce a set number of media content as a follow up to the training.

Training sessions will be tailored to the cultural context in each country as well as the specific needs and technical skill level of the selected participants from community organizations, which will be assessed at the beginning of the project. Possible digital media training content will include: audio and video editing skills, audio documentation, digital security, human rights documentation. Possible media engagement training content will include: dealing with hostile interviews, building relationships with journalists, including international media representatives, staying on message, best practices in pitching stories, safety and security when dealing with media, scenario work.

Content produced by organizations may also be used during the national and regional dialogues, as well as in the context of content and activities of the UN Free & Equal campaign.

VIII. Implementation Arrangements

The HIV, Health & Development (HHD) team of the UNDP Regional Centre for Africa in Addis Ababa will coordinate implementation of this project, in collaboration with UNDP country offices and OHCHR regional offices and field presences in the selected countries, and with the UNDP Bureau of Policy and Programme Support (UNDP Headquarters) and the OHCHR team on human rights, sexual orientation and gender identity. A Project Management Committee will be set up for this project comprising representation from SOGI organizations and other relevant civil society organizations, OHCHR, and UNDP senior management including from the respective countries. The role of this Management Committee which will meet annually will be to oversee implementation, approve workplans and advise on risk mitigation strategies. Please see the diagram in Annex 3, detailing Project Management and Oversight.

Overall management and supervision of the project for UNDP will be the responsibility of the HHD Africa Regional Team Leader and day to day project management will be done by the Specialist, Governance of HIV Responses. Financial and logistics related tasks will be handled by a Programme Assistant in the regional team. UNDP country offices (CO), and OHCHR field presences (FPs) in close coordination with the UNDP regional team will lead implementation of the project activities at the country level.

OHCHR led activities will be coordinated by the OHCHR SOGI team and relevant field presences, with support from UNDP for operational management of the activities, financial management and donor reporting. Consultants contracted under component of the project on countering stigma and encouraging a shift in public attitudes will be responsible for the needs assessment, design, organization and delivery of the capacity building sessions on digital content production and engaging with the media, as well as production of Free & Equal material and implementation of activities.

In addition to the UNDP staff members, a senior regional consultant with extensive experience on SOGIR programming will be contracted to provide inputs to the project. The regional consultant will, among other things, be responsible for:

- Reviewing relevant documents and producing an analysis of regional human rights obligations, resolutions, conventions, punitive/protective laws, regulations, policies and programmes, and recent and ongoing law reform initiatives, access to justice etc. related to sexual orientation and gender identity.
- Supporting national consultants to develop situational analyses
- Supporting national consultants to develop a concept and agenda for the national Roundtables

- Assisting in moderating/facilitating national Roundtables
- Developing background materials, concept notes, presentations and agenda for the regional consultation
- Producing the country reports

One national consultant will be contracted per country. The main responsibilities of national consultants will include supporting UNDP country offices (CO) / OHCHR field presences (FPs) in implementation of the project activities at the country level through:

- Developing an inception report for the national steering committee
- Identifying and collecting relevant policies, legal, research documents and other relevant materials for the situational analyses
- Developing background materials, concept notes, presentations and agenda for the country roundtables
- Producing reports of the country roundtables
- Assisting with the production of the country reports for their respective countries

A Project Orientation and Start up meeting will be held at the beginning of the project to bring together UNDP and OHCHR staff to agree workplans and responsibilities at country and regional level.

IX. Monitoring and Evaluation

Systematic monitoring will be an integral component of the project. Monitoring will focus on systematic collection of data from implementation of the various programme activities. Specific progress and the achievement of objectives will be measured against set indicators specified in the Logical Framework for the programme and regular activity monitoring reports will be produced by the consultants and shared with stakeholders on a quarterly basis.

For internal purposes, the programme will be monitored in accordance with the programming policies and procedures outlined in the UNDP Project Management User Guide, including through Atlas tracking systems and the Enhanced Results Based Management system (EBRM). Detailed description of the UNDP project management is attached in annex 3.

Specific tasks in relation to monitoring and evaluation will include:

- An Issues Log shall be activated in UNDP Atlas system and updated to facilitate tracking and resolution of potential problems or requests for change.
- Based on the initial risk analysis a risk log shall be activated in the UNDP Atlas system and updated on a regular basis by reviewing changes in the external environment that may affect the project implementation.
- Based on information recorded in Atlas as well as reports submitted by UNDP and OHCHR on the country activities they manage, quarterly Project Progress Reports shall be produced

by UNDP. The reports will be shared with the Programme Management Committee, using the standard report format available in the Executive Snapshot.

- A project Lesson-learned log shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of a Lessons-learned report at the end of the project.
- A Monitoring Schedule Plan shall be activated in Atlas and updated to track key management actions/events.
- An Annual Review Report shall be prepared by the Project Manager and shared with the Programme Management Committee.
- A project review will be conducted in the last quarter of the project based on quarterly reports, activity logs, risk logs and the lessons learned log to assess the performance of the project and appraise the potential for launching a second phase which could scale up activities in existing countries and expand initiative to additional countries.

X. Opportunities for Scale-up

Given the time and funding available, the selection of initial countries for project implementation and scope of activities to be delivered have been limited in order to ensure quality results. The project has been designed to allow for geographical expansion and thematic growth, if the initial phase is successful and/or should additional funding become available.

The communications element of this project will be extremely important for sourcing funding to scale up after the initial phase proposed in this document. A communications and resource mobilization plan will be jointly agreed by UNDP and OHCHR with inputs from the Virtual Expert Reference Group.

XI. Annexes

Annex 1: Activity Timeline (1st May, 2016 – 31st October, 2017)

Activity	May 2016-October 2017					
	Q1	Q2	Q3	Q4	Q5	Q6
1. Project Orientation and Start up Meeting	X					
2. Recruitment of regional and national consultants	X					
3. Identification of local partner organizations	X					
4. Capacity assessment of civil society partners on content production and media engagement skills	X	X	X			
5. Establishment of National Steering Committees for Assessments and Roundtables	X					
6. Country Assessments		X	X			
7. National Roundtables				X	X	
8. Capacity building sessions for CSOs on digital content production and engaging with the media			X	X	X	X
9. Agreement with partners on content production for Free & Equal campaign	X	X	X			
10. Production and dissemination of Free & Equal content material		X	X	X	X	X
11. Production of country reports					X	
12. Regional Consultation						
13. Regional report						X

Annex 2: Results and Resources Framework

GOAL: Reduce inequalities, exclusion and human rights violations faced by individuals based on their sexual orientation, gender identity and gender expression.

Outcome 1: To strengthen data/evidence base and enhance the capacity of governments, national human rights institutions, civil society to address and reduce inequality, exclusion, violence and discrimination on the basis of sexual orientation and gender identity at national and regional level

OUTPUT	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS / ASSUMPTIONS
	Up-to date data on the rights and situation of people of diverse sexual orientation, gender identity in Cameroon, Nigeria, Senegal, Tanzania, Uganda and Zambia collected, documented and analyzed, capacity of civil society to engage with government on sexual orientation, gender identity and rights issues assessed and strengthened.	Presence, relevance and timeliness of information	Available reports, number of missions carried out, evaluations of missions (evaluation forms)	Lack of access to information, unwillingness of government to cooperate, lack of interest from civil society. To mitigate through country office engagement and careful partner selection.
ACTIVITIES	1. Recruitment of the Project team, regional and national consultants	Positions widely advertised as appropriate. ToR and contracts in place.	Evidence of advertising – postings, list services, clicks on website. Number of candidates, ToR and contracts.	Lack of suitable candidates. To be mitigated through available CSO and human rights networks.
	2. Identification of local partner organizations	Audience covered. Number of responses. Number of identified partners	Documentation of process, number of documented responses. Number of	Lack of interest/insufficient number of partners. To be mitigated by support from Virtual Expert Reference Group, informal networking, conveying

			partnerships established (MoU or other means).	information about the beneficial effect of the project, follow up.
	3. Carrying out national assessments on the rights and situation of people of diverse sexual orientation and gender identity	Steering Committee established, inception report completed, draft/final reports completed	Minutes of meetings, assessment reports	Partners not wanting to participate in assessment process. Assessment results poor. To be mitigated by regional consultant coordinating assessment missions, actively engaging UNDP and OHCHR
	4. Carry out National Roundtables during assessment missions.	Appropriate stakeholder identified, roundtables carried out, common issues identified, opportunities for dialogue established.	Concept notes, agendas and LoP of roundtables, reports, evaluation forms.	Lack of interest from government – to be mitigated through active UNDP and OHCHR involvement. Confrontations – to be mitigated through coaching, moderating.
	5. Country reports to be produced	Consultants/data collectors recruited, reports produced and translated.	ToR and CVs, reports, translations.	Lack of suitable candidates – to mitigate through wide advertising, including civil society networks.
	6. Regional Consultation conducted	Appropriate stakeholders identified, Consultation carried out, common issues identified, opportunities for dialogue established.	Concept notes, agendas and LoP of Consultation, report, evaluation forms.	Lack of interest from government – to be mitigated through active UNDP and OHCHR involvement. Confrontations – to be mitigated through coaching, moderating.
<p>Outcome 2: To increase awareness of homophobic and transphobic violence and discrimination and strengthen the capacity of civil society organizations to challenge negative attitudes around sexual orientation and gender identity including through media engagement at national and regional level.</p>				

OUTPUT	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS / ASSUMPTIONS
	<p>Civil society organizations increase their capacity to produce digital media content and engage with media in hostile contexts.</p> <p>The UN Free & Equal campaign produces new content that is tailored to the region and features African voices to raise awareness of homophobic and transphobic violence and discrimination, promote respect and inclusion and combat discriminatory attitudes towards people of diverse sexual orientation and gender identity.</p>	<p>Evaluation of training session</p> <p>Production of campaign material, evidence of dissemination, feedback received.</p>	<p>Reports on training, evaluation forms, media content produced by participants</p> <p>Campaign material, dissemination reports, feedback from key stakeholders</p>	<p>Lack of interest from civil society. To mitigate through strong local engagement and careful selection of participants.</p> <p>Risk of backlash and increased negative attention as a result of visible campaign activities. To mitigate through support from Virtual Expert Reference Group, informal networking, careful assessment of risk in each context, tailoring of content and activities, building skills of partners on dealing with hostile reactions and building strong alliances to manage negative reactions.</p>
ACTIVITIES	<p>1. Recruitment of consultants.</p>	<p>Positions advertised as appropriate and ToR and contracts in place.</p>	<p>Evidence of advertising. Number of candidates. ToR and contracts.</p>	<p>Lack of suitable candidates. To be mitigated through networking with human rights networks and the Virtual Expert Reference Group.</p>
	<p>2. Identification of participant organizations for training sessions, including through selection exercise for national dialogue.</p>	<p>Number of responses. Number of selected organizations and participants.</p>	<p>Documentation of process. Number of documented responses. Number of organizations selected.</p>	<p>Lack of interest/insufficient number of partners. To be mitigated by support from Virtual Expert Reference Group, informal networking, conveying information about the beneficial effect of the project, follow up.</p>

	<p>3. Assessment of the current capacity of participant organizations on digital media production and engagement with the media carried out.</p>	<p>Capacity of identified partners assessed, recommendations made to tailor the training sessions.</p>	<p>Number of assessments, tailored evaluation forms, analysis of data.</p>	<p>Partners not wanting to participate in assessment process. Assessment results poor. To be mitigated by coordinating assessment exercise, actively engaging COs, adjusting level of involvement and expectations if capacity is determined low (“reality check”)/</p>
	<p>4. Carry out one training session in each sub-region on digital media production and engagement with the media, including participants from project countries</p>	<p>Number of training sessions carried out with satisfactory evaluations.</p>	<p>Training agenda, participant list, evaluation forms, training session report, materials produced during training.</p>	<p>Lack of interest from CSO participants – to be mitigated through active involvement of OHCHR team and training consultants, practical approach to training.</p> <p>Safety risks – to be mitigated through risk assessment, liaising with UN Security and selecting venue that is a safe space for participants and for the activity.</p>
	<p>5. Agreement with partners on content production for Free & Equal campaign</p>	<p>Agreement with implementing partners/consultants on content production</p>	<p>ToR and CVs.</p>	<p>Lack of suitable candidate organizations and consultants – to mitigate through active outreach through relevant networks and engagement with Virtual Expert Reference Group.</p>
	<p>6. Production and dissemination of tailored Free & Equal content</p>	<p>Videos, graphics and other documents produced and disseminated, with tailored content</p>	<p>Number of videos, graphics and other documents produced.</p> <p>Dissemination reports</p>	<p>Lack of suitable individuals willing to speak out publically against discrimination and violence to be mitigated through use of existing OHCHR and partner contacts and networks, the Virtual Expert Reference</p>

	<p>material for the region</p>	<p>featuring personalities from the region.</p>	<p>Feedback received from key stakeholders</p>	<p>Group, and tailoring of message to local context.</p> <p>Risk of backlash and increased negative attention as a result of visible campaign activities. To mitigate through careful assessment of risk in each context, tailoring of activities and messages, building skills of partners on dealing with hostile reactions and building strong alliances to manage negative reactions.</p>
--	--------------------------------	---	--	---

Annex 3: UNDP and OHCHR Project management and oversight



